



## 2022 - 2023 Annual Faculty Senate Committee Report

**Faculty Senate Committee Name:**

Compensation and Welfare

**Faculty Senate Committee Chair Name:**

Sonia Archer-Capuzzo and Lucía I. Mendez

**2023-2024 Incoming Committee Chair Name:**

Sonia Archer-Capuzzo and Lucía I. Mendez

**Unit Representation:**

Merlyn Griffiths (BRY), Arielle Kuperberg (CAS), Lucía I. Mendez (HHS), Rhonda Jones (LIB), Carolyn Hoskins (NUR), B.J. Sullivan (Senator), Sonia Archer-Capuzzo (SOE), Donald Hartmann (VPA), Elise Eifert (Ex-officio for PTF Committee), Linda Stone (Ex-officio for PTF Committee)

**Academic Year Report Covers:**

2022-2023

**Date Prepared:**

May 8, 2023

**List of dates the committee met:**

September 15, 2022; October 3, 2022; October 31, 2022; December 5, 2022; February 13, 2023; April 4, 2023

**List and briefly describe major accomplishments of the committee for the year:**

- Continued revisions of the to-be-separated Annual Review and Post-Tenure Review Policies
  - At the faculty senate the co-chairs presented our committee's rationale and recommendation for splitting this combined policy. At the meeting it was decided that other committees, such as the Executive Committee, should weigh in and provide additional feedback before a decision is made.
- Created an anonymous faculty satisfaction survey to hopefully be disseminated over summer of 2023.

**List any action items for future consideration (if applicable):**

- Continue work on the policy reviews listed above.
- Administer and analyze data from the faculty satisfaction survey. Share results with the Faculty Senate and upper administration.
- Work with the Professional Track Faculty Committee on a revision to the current policy on emeritus faculty to include PTF.

**Discuss strengths and opportunities for improvement:**

Strengths: chairs work well together, committee members work well together, group is great at working on projects in real time

Opportunities: streamlining some processes to take the groups strengths into account (e.g., more collaborative editing meetings, less emphasis on preparation beforehand), finding ways to encourage more dynamic participation of committee members so the work is more evenly shared, make more members' voices heard and to schedule creatively around complicated schedules